



Building a Path to Parks & Recreation for All:

*Reducing Barriers for
Trans* & Gender Variant
Community Members*



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TO: THE VANCOUVER PARK BOARD

BY: THE TRANS* AND GENDER VARIANT INCLUSION WORKING GROUP



BARRIERS FACING TRANS* & GENDER VARIANT INDIVIDUALS





Building a Path to Parks and Recreation for All: REDUCING BARRIERS FOR TRANS* AND GENDER VARIANT COMMUNITY MEMBERS

This Report Aims to Help the Park Board Answer These Questions:



What are the barriers to equal participation for trans* and gender variant community members?



How do we reduce these barriers and build clear paths into our community centres and parks for trans* and gender variant community members?



How can expanding options in gendered services and physical spaces foster more safe, respectful, and welcoming parks for all?

The Goals of the Report

- 
 Expand options in washrooms and change rooms by increasing universal and gender-neutral spaces alongside gendered spaces and include private options in all spaces.
- 
 Create and adapt recreational programming to ensure more respectful and inclusive services.
- 
 Expand paths to financially accessible facilities and programs.
- 
 Create and leverage effective partnerships with organizations who can support new and existing patrons in accessing recreational spaces and programming.
- 
 Create communication that engages all community members in honoring human rights law, understanding trans* experience and contributing to welcoming and respectful recreational spaces.
- 
 Equip staff with the tools to engage and support trans* and gender variant community members and foster respectful and welcoming parks and recreational facilities.





Summary Actions

In this section, you will find a condensed list of recommended summary actions (S1, S2, S3...). In the document that follows, there are larger sets of recommendations (R1, R2, R3...) that correspond with the following high level actions.

PUBLIC SPACE & SIGNAGE (EXCELLENCE IN RESOURCE MANAGEMENT)	S1	Increase square footage dedicated to universal spaces in new and existing facilities.
	S2	Include at least one single-user booth in universal spaces in order to improve traffic flow and reduce wait times for all users.
	S3	Incorporate more single-user booths to increase privacy in gender-segregated spaces.
	S4	Build accessible, single-user washrooms in each functional section of recreational facilities.
	S5	Use function-based icons in signage rather than gendered figures.
	S6	Create signage that states BC Human Rights Code at gendered change rooms and washrooms.
	S7	Ensure multi-gender, multi-user spaces have inclusive signage and clear policies about access for all.
PROGRAMMING & FINANCIAL ACCESSIBILITY (PARKS & RECREATION FOR ALL)	S8	Ensure inclusivity in existing recreational programs.
	S9	Pilot trans* and gender variant-specific recreational programs.
	S10	Use on-site application processing and alternative documentation to reduce and remove barriers to the Leisure Access Card (LAC).
FORMS + LITERATURE (ENGAGING PEOPLE)	S11	Introduce gender options on VPB forms for the collection of gender-related data, including categories woman, man, transgender, gender variant, and space for self-identification.
	S12	Develop trans* and gender variant-inclusive community engagement materials that support all patrons to contribute to fostering respectful and welcoming recreational facilities.
	S13	Develop materials to indicate to patrons what types of facilities and support are available to be searchable on the VPB website.
HUMAN RESOURCES & TRAINING (ENGAGING PEOPLE)	S14	Develop clear policies and guidelines on trans* and gender variant needs and issues, which are visibly presented at facilities, in brochures, and on the website.
	S15	Develop and implement training manuals, materials, webinars, and workshop guides for all people involved in the delivery of services (staff, contractors, and volunteers) to address trans* and gender variant issues and needs.
	S16	Ensure the workplace fully welcomes and supports potential and existing trans* and gender variant staff.
COMMUNITY PARTNERSHIPS (ENGAGING PEOPLE)	S17	Increase rental subsidies to partners who offer trans-specific programming in VPB.
	S18	Identify potential partnership opportunities for programming, education and/or training.
PROCEDURAL	S19	Appoint the VPB Manager of Accessibility as staff lead accountable with implementing recommendations.
	S20	Create a Trans* and Gender Variant Implementation Steering Committee to assist an assigned staff person with the implementation of recommendations.
	S21	Complete annual evaluations of the implementation of the recommendations and the level improvement in user experience of trans* and gender variant patrons.





Quick Starts & Priorities

Quick Starts **WITHIN 3-6 MONTHS**

Install universal signage for all single stall washrooms.

Install universal signage on booths in change rooms.

Provide trans-inclusivity training to all aquatic staff on an ongoing basis.

Train front-line staff on trans-inclusivity in registration processes on an ongoing basis.

Develop a trans* and gender variant inclusion policy.

Strike a Trans* and Gender Variant Implementation Steering Committee to advise on implementation.

Amend the application requirements of the Leisure Access Program and pilot two on-site processing locations.

Increase rental subsidies to partners who offer trans-specific programming in VPB facilities.

Pilot a set of holistic initiatives at Templeton and Killarney with the option of two other facilities that include:

- a) training of staff, contractors, and volunteers involved in the delivery of services
- b) recreational programming specific to trans* and gender variant patrons, friends, and allies
- c) trans-inclusive signage with function-based icons

Short Term Priorities **1 YEAR**

Include the additional gender options across VPB registration and application forms.

All new hires must receive training and develop competence with supporting the BC Human Rights Code and VPB policies on supporting trans* and gender variant patrons within the first month of the hire date.

Standardize universal signage for multi-gender spaces.

Transition to function-based icons in signage.

Install single change-booths in gender-segregated change rooms in select facilities.

Increase trans* and gender variant usership of Leisure Access Program.

Mid Term Priorities **2-3 YEARS**

All people involved in the delivery of services receive training and demonstrate competence with supporting the BC Human Rights Code and VPB policies on supporting trans* and gender variant patrons.

Increase overall square footage of universal space in VPB facilities.

Long Term Priorities **4-10 YEARS**

Universal change room and washroom options are available in 100% of VPB Facilities.





Glossary

VPB – Vancouver Park Board

TGV – Trans and gender variant (people)

FOOTPRINTS – Square footage allotted to a particular space

PATRONS – Visitors and users of Park Board spaces

GENDER SEGREGATED – Spaces that are segregated as women's/men's.

UNIVERSAL – Term used to indicate accessible spaces that can be used by people of all genders; this includes multiple users, families, caregivers, and people with mobility needs.

TRANS/TRANSGENDER (PERSON) – Refers to a person whose gender assigned at birth does not match their gender identity.

GENDER VARIANT (PERSON) – A gender variant person's gender identity and/or presentation doesn't conform to culturally specific, gender based expectations of a female/male binary gendering system.

TWO SPIRIT – Used by North American Aboriginal societies to describe what Europeans now call LGBTQ. It is used as a umbrella term that is shaped and defined by each specific nation. The majority of First Nations communities identified two-spirit people in high regard and hold positions as mediators in communities/band.

CISGENDER – A person whose gender identity matches their assigned gender.

GENDER BINARY – The gender binary is a concept that reduces gender into two categories: woman and man.

GENDER IDENTITY – A person's innate sense of how they identify in terms of gender as outside the gender binary or as a woman or a man. Gender is not definitively correlated with biological sex, though gender is most generally assigned based on medical understandings of biological sex.

GENDER EXPRESSION – The ways in which a person communicates their gender identity to the world through dress, speech, mannerisms, and other behaviour.

TRANS* – An inclusive umbrella term used to refer to communities, and individuals with nonconforming gender identities and/or expression.

PRONOUNS – How a person is referred to in conversation. Gender-neutral pronouns: (singular); They, them, their, theirs, or ze, zem, hir, hers. Feminine pronouns: She, her, hers. Masculine pronouns: He, him, his.

GENDER POLICING – The imposition or enforcement of normative gender expectations on an individual or community which may involve harassment or escalate to assault.

SYSTEMIC BARRIERS – Society uses systems to grant access to our most basic needs- food, shelter, education, rights, and community. Systemic barriers restrict or limit access to those and other resources or opportunities.

LGBTQ – Acronym for Lesbian, Gay, Bisexual, Trans* & Queer communities

ALLY – A person is who is not a member of a specific community who makes an ongoing commitment to actively work with the members to fight against discrimination and oppression.

